



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
300 ARMY PENTAGON
WASHINGTON, DC 20310-0300



26 DEC 1995

DAPE-MPO-D

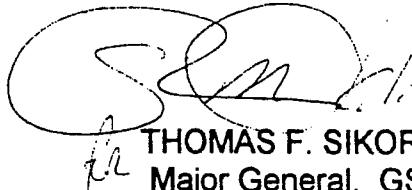
MEMORANDUM FOR SEE DISTRIBUTION

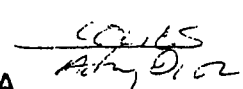
SUBJECT: Standardized Briefing for Women Considering Field Artillery Branch

1. Reference: Field Artillery Functional Review Issue FA 95-08.
2. As a result of the Field Artillery Functional Review, a need was recognized to standardize a briefing for all women considering a career in Field Artillery. It is important that the Army speak with one voice to our women cadets concerning the opportunities and constraints in Field Artillery. Accordingly, the attached briefing script and slide will be used by all commissioning sources to help them make an informed decision concerning a career in Field Artillery. As stated in the briefing, the intent is neither to encourage or discourage potential future women Field Artillery officers. We just want to ensure that they have all the facts before making an informed decision.
3. POC, LTC Lansing, DSN 225-2083

FOR THE DEPUTY CHIEF OF STAFF FOR PERSONNEL:

Encl


THOMAS F. SIKORA
Major General, GS
Director of Military
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STEVEN M. SAKUMA
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DISTRIBUTION:

Superintendent, U.S. Military Academy, ATTN: USMA (OPA)

COMMANDER

U.S. Army Cadet Command, ATTN: ATCC-P

U.S. Total Army Personnel Command, ATTN: TAPC-OPE-F

WOMEN OFFICERS IN THE FIELD ARTILLERY

The purpose of this briefing is to inform future commissioned women officers regarding the career opportunities available to them in the Field Artillery. This briefing is designed to neither encourage nor discourage potential future artillery women, but to ensure that each of you makes an informed branch selection decision.

The selection of your basic branch of Army service is as significant as the decision to join the Army over one of the other services. The basic branch you select will determine specific career paths and types of assignments during your career. Once branched, most officers continue service in that branch throughout their career. Branch selection, therefore, should be made in the view of personal long term goals and career opportunities.

The Army policy which first allowed women to branch Field Artillery was initiated in 1978. Under the **combat exclusion rule** the branch was opened to women except for cannon units. Women could serve in all TDA(garrison type units)organizations, but most importantly, were able to serve a field artillery weapon system at the battery level in both Lance and Pershing missile units.

In 1983, the Army reexamined assignment policies for women and adopted a policy of **direct combat probability coding (DCPC)** criteria to determine which positions would remain gender neutral. Under the DCPC criteria, Lance firing batteries were closed to women.

For the next five years, women were able to continue to receive weapon system experience at the battery level in Pershing units and the Headquarters and Service elements of Lance organizations. Positions in all other Field Artillery units at the brigade level and above as well as TDA/garrison units remain gender neutral.

The Field Artillery's ability to provide women battery level weapon system experience consistent with Army policy, was severely decreased by the signing of the 1988 INF Treaty. This treaty eliminated the Pershing weapon system and with it the ability of field artillery women to serve with a battery level weapon system. Three years later, as the cold war ended, and in an effort to curb international nuclear proliferation, our nation adopted a policy to eliminate all tactical nuclear weapon systems. This decision made the Lance missile obsolete.

In 1992, AR 600-13 "Army Policy for the Assignment of Female Soldiers" was published. This regulation outlined a policy for a new DCPC coding criteria considering duties of each position or military occupational skill (MOS), unit mission, and routine collocation to determine which positions would be gender neutral. Under these criteria, the Army policy for field artillery women determined that women could serve at the

brigade level and above in TOE units. Under this policy, women could serve at Division Artillery Headquarters, Field Artillery Brigade Headquarters, Corps Artillery Headquarters, and all TDA/garrison units. This policy became known as the "risk rule" and was used to establish assignment policy until rescinded in 1994 by the Secretary of Defense. In an attempt to expand assignment opportunities for women, a new definition of direct ground combat was used to determine which positions could be gender neutral.

The new policy allowed the Army to open some 32,000 positions resulting in 91% of all career fields, and 67% of all Army positions to become gender neutral. Although this new policy had a significant impact for women in the Army at large, within the artillery, this policy opened MOS 82C (Field Artillery Surveyor) for enlisted soldiers, but did not open additional officer positions. Cannon and MLRS units at the battalion level and below remain closed to women.

In the attached chart you will see portrayed a typical career path for women officers in the Field Artillery.

Today, in keeping with the Secretary of the Defense policy, Field Artillery branch remains open to women. However, currently less than 20% of the officer positions within the branch are open to women. Therefore, the career path for women within the branch remains extremely narrow. Many of the women that serve within the artillery today began their careers while an artillery weapon system opportunity was available. The female lieutenant joining the branch today will likely serve initially at the Field Artillery Training Center at Fort Sill, Oklahoma or join a tactical unit at the brigade level headquarters or above. The lack of a weapon system opportunity in the early years of an officer's career may be a discriminator.

It is in your best interest to think through very carefully your decision to request the Field Artillery branch. Though the branch is open to women, there are constraints that must be considered before making your final branch selection.

Women in the Field Artillery

(Career Progression)

WOMEN OFFICERS

FAOC		BR QUAL		CGSC	5th Assignment
1st Assignment	2d Assignment	3d Assignment	4th Assignment	5th Assignment	
TDA BN TO&E BDE LEVEL + RECON SURVEY PLT	TDA BN TO&E BDE LEVEL + TDA BATTERY CMD	FUNCTIONAL AREA WP, PMS, USAREC	MAJ W/TDA TROOPS AT BN LEVEL DIVARTY SI, ASST S3	SAME AS MALE EXCEPT NO ACRC, CTC	
NO FIRE SPT EXP NO CTCs	Rare CHANCE FOR HHB BDE, DIVART, OR CORPS ARTILLERY	NO EXPERIENCE TO QUALIFY FOR: CTC ACRC	NO TO&E BN TROOPS NO WEAPON SYSTEMS NO CTCs (RARE) FT SILL, JACKSON, DIX	OTHER STAFF & JT LIMITED BY EXPERIENCE	
FT SILL, FT JACKSON, FT DIX					

<u>COMPANY GRADE:</u> (LT - CPT)	<ul style="list-style-type: none">• NO TO&E EXPERIENCE AT BN LEVEL OR BELOW THIS MEANS NO WEAPONS EXPERIENCE (CANNON OR MLRS)• LEADERSHIP/PLT LEADER/CDR OPPORTUNITIES ALL AT TDA UNITS EXCEPTIONS ARE CMD OF HHB BDE, DIVARTY, & CORPS ARTILLERY• NO FIRE SUPPORT BELOW BDE
<u>BR QUALIFIED CPT:</u>	<ul style="list-style-type: none">• EQUAL FUNCTIONAL AREA OPPORTUNITY & FOR 3R ASSIGNMENTS• PRESTIGIOUS JOBS AT CTCs NOT AVAILABLE DUE TO LACK OF EXPERIENCE - REQUIRE FIRE SUPPORT TIME & WEAPON EXPERIENCE• WEST POINT (ACADEMIES & TACs OPEN)• ACRC NOT AVAILABLE FOR SAME REASONS AS CTCs
<u>CPT(P) & MAJOR:</u>	<ul style="list-style-type: none">• PREMIER OPPORTUNITY IS BN XO POSITION IN TDA BNs AT FT SILL• POTENTIAL ASSIGNMENTS AS BDE/DIVARTY ADJUTANTS OR ASST S-3s• FT SILL ARMY TRNG CENTER S-3 JOB• CURRENTLY ADEQUATE # OF FIELD GRADE POSITIONS AVAILABLE FOR FA WOMEN; HOWEVER, MOST ARE TDA
<u>LTC COMMAND:</u>	<ul style="list-style-type: none">• ONLY CURRENT OPPORTUNITY IS A TDA BN AT FT SILL• POTENTIALLY, GARRISON COMMANDS ARE AVAILABLE BUT NO FA WOMEN HAVE EVER BEEN SELECTED

9 TDA BNs
(SILL, GARRISON
CMDs)